1989

Annual Index

Numbers refer to the beginning page of the article in which the subject is discussed. The monthly breakdown of pages is: Jan 1-64; Feb 65-128; Mar 129-192; Apr 193-256; May 257-320; Jun 321-384; Jul 385-448; Aug 449-544; Sep 545-608; Oct 609-672; Nov 673-736; Dec 737-800.

[A]

Aalberts, Robert . . . 739

absolute privilege in defamation cases . . . 355, 567

administrative bargaining . . . 475

affirmative action programs . . . 241, 611, 755

Affirmative Action and Pretext: The Case for Abandoning *McDonnell Douglas v. Green* . . . 241

African Labor Relations: The Situation in Zimbabwe . . . 307

age ceilings . . . 575

Age Discrimination in Employment Act of 1967 . . . 31, 45, 259, 575, 739

Age Discrimination in Employment: Case Law and Implications for Employers . . . 575

Age Discrimination in Employment Waiver Protection Act of 1989 . . . 739

agency shop agreements . . . 131

AIDS . . . 3, 183, 302, 361, 411, 630

AIDS in the Workplace: Legal Requirements and Organizational Responses . . . 411

AIDS, Labor Law, and Good Management . . . 183

AIDS testing . . . 411, 470

airline industry . . . 12, 575

Allen, Billie Morgan . . . 45, 117

American Arbitration Association . . . 728

American Federation of Teachers . . . 316

Americans with Disabilities Act of 1989 . . . 630

An Analysis of Arbitrator Characteristics and Their Effects on Decision Making in Discharge Cases . . . 112

An Analysis of Union Reporting Requirements under Title II of the Landrum-Griffin Act . . . 713

anti-union campaigns . . . 311

arbitration duty . . . 195, 268, 281, 432, 728, 765

arbitrator selection and shortage . . . 370, 582, 728

arbitrators' neutrality . . . 112, 281, 293, 432, 582

Arbitrators, Social Values, and the Burden of Proof in Substance Abuse Discharge Cases . . . 582

***Arline, Chalk*, The Civil Rights Restoration Act and the AIDS Handicap . . . 3**

Atkin, Robert . . . 713

Atonio v. Wards Cove Packing Company . . . 347

auto industry . . . 453, 475, 658, 781

[B]

Balfe, Kevin . . . 138

bargaining unit determination . . . 81, 361

Bargaining Unit Status of Nurses: What Will the Future Bring? . . . 361

Belknap, Inc. v. Hale . . . 105

Berkeley, Arthur Eliot . . . 370, 728

Bible, Jon . . . 675

binding interest arbitration . . . 503, 765

Blum, Albert . . . 316

bona fide occupational qualification . . . 31, 259, 411, 575, 723, 739

Brierton, Thomas . . . 158

Briggs, Steven . . . 517

Brooks, Roy . . . 611

Bruntz, John . . . 692

burden of proof . . . 248, 582, 692, 756

business necessity . . . 50, 347, 723

[C]

California Federal Savings and Loan Assoc. v. Guerra . . . 611

Can You Recognize the Wrongful Discharge? . . . 168

Carrell, Michael . . . 658

cease-and-desist remedy . . . 594

Chalk v. United States District Court, Central District of California . . . 3, 411

Cherian, Joy . . . 259

Childs, Bill . . . 453

China Industrial Relations: Amid the Conflict of Tradition and Reform . . . 747

City of Richmond v. Croson . . . 611

1989

Annual Index

Numbers refer to the beginning page of the article in which the subject is discussed. The monthly breakdown of pages is: Jan 1-64; Feb 65-128; Mar 129-192; Apr 193-256; May 257-320; Jun 321-384; Jul 385-448; Aug 449-544; Sep 545-608; Oct 609-672; Nov 673-736; Dec 737-800.

[A]

Aalberts, Robert . . . 739

absolute privilege in defamation cases . . . 355, 567

administrative bargaining . . . 475

affirmative action programs . . . 241, 611, 755

Affirmative Action and Pretext: The Case for Abandoning *McDonnell Douglas v. Green* . . . 241

African Labor Relations: The Situation in Zimbabwe . . . 307

age ceilings . . . 575

Age Discrimination in Employment Act of 1967 . . . 31, 45, 259, 575, 739

Age Discrimination in Employment: Case Law and Implications for Employers . . . 575

Age Discrimination in Employment Waiver Protection Act of 1989 . . . 739

agency shop agreements . . . 131

AIDS . . . 3, 183, 302, 361, 411, 630

AIDS in the Workplace: Legal Requirements and Organizational Responses . . . 411

AIDS, Labor Law, and Good Management . . . 183

AIDS testing . . . 411, 470

airline industry . . . 12, 575

Allen, Billie Morgan . . . 45, 117

American Arbitration Association . . . 728

American Federation of Teachers . . . 316

Americans with Disabilities Act of 1989 . . . 630

An Analysis of Arbitrator Characteristics and Their Effects on Decision Making in Discharge Cases . . . 112

An Analysis of Union Reporting Requirements under Title II of the Landrum-Griffin Act . . . 713

anti-union campaigns . . . 311

arbitration duty . . . 195, 268, 281, 432, 728, 765

arbitrator selection and shortage . . . 370, 582, 728

arbitrators' neutrality . . . 112, 281, 293, 432, 582

Arbitrators, Social Values, and the Burden of Proof in Substance Abuse Discharge Cases . . . 582

***Arline, Chalk*, The Civil Rights Restoration Act and the AIDS Handicap . . . 3**

Atkin, Robert . . . 713

Atonio v. Wards Cove Packing Company . . . 347

auto industry . . . 453, 475, 658, 781

[B]

Balfe, Kevin . . . 138

bargaining unit determination . . . 81, 361

Bargaining Unit Status of Nurses: What Will the Future Bring? . . . 361

Belknap, Inc. v. Hale . . . 105

Berkeley, Arthur Eliot . . . 370, 728

Bible, Jon . . . 675

binding interest arbitration . . . 503, 765

Blum, Albert . . . 316

bona fide occupational qualification . . . 31, 259, 411, 575, 723, 739

Brierton, Thomas . . . 158

Briggs, Steven . . . 517

Brooks, Roy . . . 611

Bruntz, John . . . 692

burden of proof . . . 248, 582, 692, 756

business necessity . . . 50, 347, 723

[C]

California Federal Savings and Loan Assoc. v. Guerra . . . 611

Can You Recognize the Wrongful Discharge? . . . 168

Carrell, Michael . . . 658

cease-and-desist remedy . . . 594

Chalk v. United States District Court, Central District of California . . . 3, 411

Cherian, Joy . . . 259

Childs, Bill . . . 453

China Industrial Relations: Amid the Conflict of Tradition and Reform . . . 747

City of Richmond v. Croson . . . 611

Civil Rights Act of 1964 (Title VII) . . . 45, 50, 158, 178, 259, 347, 387, 419, 575, 723, 756, 775

Civil Rights Restoration Act of 1987 . . . 3, 45, 302

The Civil Rights Restoration Act of 1987: Broadening the Scope of Civil Rights Legislation . . . 45

Civil Service Reform Act of 1978 . . . 268, 713

Clapp, Melissa . . . 756

Cleveland's Labor Climate: Second Impressions . . . 788

Codetermination and Its Application in the United States: A Postmortem . . . 323

Cohen, Cynthia . . . 411, 723

Cohen, Murray . . . 411

Collins, Denis . . . 67

collusion grievances in sports . . . 228

Colosi, Marco . . . 361, 642

community of interest . . . 81

competitive advantage in international trade . . . 259, 323, 453, 490, 658, 781

concession bargaining . . . 483, 490, 503, 781

Cone, Lorynn . . . 243

confidentiality . . . 302, 355, 567

Congress Regulates Truth Verification in the Workplace . . . 122

consent decree . . . 419, 611, 775

consumer boycotts . . . 21, 376

Consumer Secondary Picketing, *Safeco*, and the Limits of Economic Jurisprudence . . . 21

contagious disease or infection . . . 3, 183, 302, 411

contracting out . . . 536

Cooperative Labor-Management Worker Adjustment Programs . . . 138

cooperative labor relations . . . 138, 483, 512

Coping With AIDS: Today's Major Workplace Issue . . . 302

Corporate Nonunion Grievance Arbitration Systems: A Procedural Analysis . . . 432

cost of living adjustments . . . 490, 658, 692

COLAs: An Analysis of Their Past and Their Relationship with Other Factors . . . 658

Costa, David . . . 131

craft unions . . . 781

Cross, Jeffrey . . . 663

Cross-Examination of a Title VII Plaintiff's Case-in-Chief: The Role and Use of Rule 41(b) . . . 235

Cruz, Nestor . . . 241, 654

Current Developments in Transnational Employment Rights . . . 259

customer/employee satisfaction . . . 138, 453

Cutcher-Gershenfeld, Joel . . . 475

[D]

Davis, Lisa . . . 248

Davison, Bernadette . . . 387

decertification elections . . . 311

defamation . . . 150, 355, 567

Defamation and Negligence in the Workplace . . . 567

Defamation in the Workplace . . . 355

Defamatory Employment References and the Fair Credit Reporting Act . . . 150

deindustrialization . . . 490

Deitsch, Clarence . . . 112

demographic shifts . . . 311, 470, 739, 747

Determining Coverage Under the Handicapped Employment Laws . . . 630

Dilts, David . . . 112

DiLullo, Samuel . . . 376

disciplinary procedures . . . 168, 248, 281, 567, 747, 756

disparate impact theory of discrimination . . . 50, 347, 387, 575, 723

disparate treatment discrimination . . . 235, 347, 575, 723

dispute resolution . . . 475, 723, 747

Dispute Resolution and the Transformation of U.S. Industrial Relations: A Negotiations Perspective . . . 475

Divergent Organizational Responses to Substance Abuse . . . 521

Does A "Drug Free Federal Workplace" Also Mean a "Fourth Amendment Free Workplace"? . . . 547

Double-Digit Decertification Election Activity: Union Organizational Weakness in the 1980s . . . 311

Drug Free Workplace Act of 1988 . . . 521, 547

drug testing . . . 50, 243, 293, 461, 470, 521, 547, 583, 642, 675

due process rules . . . 293, 675, 756

The Duty to Arbitrate Public Sector Employee Grievances After Expiration of the Collective Bargaining Agreement . . . 195

duty to bargain . . . 387, 475, 642

duty of fair representation . . . 12, 461, 765

[E]

early retirement . . . 31, 739

"economic impact test" . . . 21

The Economics of Contracting Out: The Labor Cost Fallacy . . . 536

Education Amendments of 1972 (Title IX) . . . 45

Education Councils: A Participative Approach for Better Education . . . 316

effects bargaining . . . 138

The Effects of Worker Participation Plans on Union Views of Managerial Prerogatives . . . 37

employee assistance programs . . . 138, 642

employee benefit plans . . . 713

employee buyouts . . . 496

Employee Horseplay and Likely Managerial Overreaction . . . 248

employee participation plans . . . 37, 307, 323, 465, 470, 496, 781

Employee Polygraph Protection Act of 1988 . . . 122, 461, 663

The Employee Polygraph Protection Act of 1988: Background and Implications . . . 663

Employee Retirement Income Security Act . . . 461, 490

employee stock ownership plans . . . 496

employer interference in union elections . . . 403

employer liability for employee actions . . . 705

employment discrimination cases . . . 3, 31, 117, 158, 177, 183, 188, 235, 241, 411, 419, 723, 775

employment selection procedures . . . 50, 241, 705

enterprise unionism . . . 37, 338, 747, 781

Enterprise Wheel and Car Corporation . . . 281

Epp, Daniel . . . 195

equal employment opportunity . . . 31, 50, 158, 177, 235, 241, 259, 268, 461, 575, 611, 630, 705, 739, 756

Equal Pay Act . . . 259

equal protection guarantee of the Fifth Amendment . . . 117, 438, 611, 675

equitable estoppel . . . 438

Erenburg, Mark . . . 788

Erickson, John . . . 150

evidential burden and standards in Title VII cases . . . 235, 241, 347

The Evolution of Two-Tier Wage Agreements: Bane or Panacea in Labor Intensive Industries . . . 12

Executive Order 11246 . . . 611

Experimental Negotiating Agreement . . . 496, 512

[F]

Factor Analysis in NLRB Cases: A Proposal . . . 654

Fair Credit Reporting Act . . . 150

Fair Labor Standards Act . . . 216, 692, 739

"fair share" fee . . . 131

Feder, David . . . 268

Federal Labor Relations Authority . . . 268

Federal Mediation and Conciliation Service . . . 723

Federal Preemption versus States' Rights . . . 105

Federal Rules of Civil Procedure . . . 235, 611

Federal Services Impasse Panel . . . 268

Federation of Nurses and Health Professionals . . . 361

Fedrau, Ruth . . . 138

female arbitrators . . . 370

Firefighters v. City of Cleveland . . . 611

Firefighters v. Stotts . . . 611

Flannery, Harry . . . 293

Florkowski, Gary . . . 713

Ford-UAW mutual growth forum . . . 323

foreign investment in China . . . 747

Fort Halifax Packing Co. v. Coyne . . . 67, 105

Fourteenth Amendment . . . 419

Fourth Amendment . . . 547, 675

Fox, John . . . 387

Franklin, Geralyn McClure . . . 45

Frierson, James . . . 630

Free Agency in Sports: Plum or Prune? . . . 228

freedom of association . . . 94, 131

Friendship, Commerce and Navigation treaties . . . 259

Fullilove v. Klutznick . . . 611

The Future of Employee Involvement/ Participation in the United States . . . 470

[G]

Garcia v. San Antonio Metropolitan Transit Authority . . . 216

Gardner, Susan . . . 122

gender preferences . . . 419, 611

Gerhart, Paul . . . 503

German codetermination model . . . 323

Gilmore, Harold . . . 307

Graham, Harry . . . 788

grievance/complaint systems . . . 432, 470, 723, 739, 756

Griggs v. Duke Power Company . . . 50
Grove City College v. Bell . . . 45

[H]

Hailey, William . . . 658
"handicapped individual" . . . 3, 302, 387, 411, 630
harasser's rights . . . 756
The Health-Care Bargaining Unit Controversy: Community of Interest versus Disparity of Interest . . . 81
health care benefits . . . 31, 366
Henry, Sandra Perry . . . 168, 426
Hensley, David . . . 527
Heshizer, Brian . . . 355
"highly compensated" employees . . . 366
Hirsch, Werner . . . 536
Hogler, Raymond . . . 281
horseplay rules . . . 248
"hostile environment" . . . 756
Hospitals' Responsibility for Employment Related Actions With Respect to Individuals Outside of the Employment Relationship . . . 188
How Does the Japanese Industrial Relations System Differ? . . . 338

[I]

illegal aliens . . . 177, 208, 527
Illegal Aliens, Employment Discrimination, and the 1986 Immigration Reform and Control Act . . . 177
The Impact of Drug Testing . . . 50
The Impact of Section 89 of the Tax Reform Act on Employer Provided Fringe Benefits . . . 366
The Impacts of Immigration Reform on the California Economy . . . 527
The Individual Rights Explosion: Is There a Role for an Arbitrator? . . . 461
industrial democracy . . . 307, 323, 465, 7, 747, 781
internal theft . . . 663
investigatory interviews . . . 594

[J]

Jacobs, Roger . . . 567
Japanese industrial relations . . . 338
Jennings, Ken . . . 248, 756
job relatedness of hiring practices . . . 705
job security . . . 658, 747
Job Training Partnership Act Title III . . . 138
Johnson, Theresa . . . 419, 775
Johnson v. Transportation Agency . . . 241, 419, 611
Johnston, George . . . 302
joint ventures . . . 453, 747
judicial versus arbitral authority . . . 195, 243, 281, 293
Just Cause, Judicial Review, and Industrial Justice: An Arbitral Critique . . . 281

[K]

Keaton, Paul . . . 575
Kelly, Eileen . . . 739
Kilgour, John . . . 81
Kovach, Kenneth . . . 366
Koys, Daniel . . . 517
Krislov, Joseph . . . 338
Krupman, William . . . 361

[L]

Labor and Management Cooperation in Restructuring Steel Firms . . . 496
labor-management cooperation . . . 138, 453, 496, 512, 781, 788
labor-management joint consultation . . . 338, 453, 483, 503, 781
Labor-Management Participation Teams . . . 503, 512
Labor Management Reporting and Disclosure Act of 1959 . . . 713
The Labor Relations of Substance Abuse . . . 642
Labor Solidarity and the Law . . . 58
Landrum-Griffin Amendments of 1959 . . . 94, 713
Larson, Beth . . . 575
leased employees . . . 12
The Legal Use of Racial Quotas and Gender Preferences by Public and Private Employers . . . 419
Leonard, Arthur . . . 438
Lessons for Labor-Management Cooperation Drawn from Cases of Noncooperation in the French and American Steel Industries . . . 512
Levine, Marvin . . . 12, 311
Levine, William . . . 461
Lewin, David . . . 470
Local 28, Sheet Metal Workers v. EEOC . . . 611
lifetime employment guarantee . . . 338, 747
lump sum payments . . . 490, 692, 739
Lump Sum Payments: How to Avoid the Gift that Keeps on Giving . . . 692

[M]

Major League Ball Players Association . . . 228
make-whole remedies . . . 594
managerial prerogatives . . . 37, 781
A Managerial Tightrope: Balancing Harassed and Harassing Employees' Rights in Sexual Discrimination Cases . . . 756
mandatory collective bargaining . . . 105, 475
mandatory union fees . . . 131
Mangum, Garth . . . 94
Masters, Marick . . . 713
McAtee, Jon . . . 228
McCabe, Douglas . . . 432
McDonnell-Douglas v. Green . . . 235, 241
McKersie, Robert . . . 475
mediation . . . 432, 517
mediator effectiveness . . . 517
medical residencies . . . 188
Merit Systems Protection Board . . . 268
Meritor Savings Bank v. Vinson . . . 756
migrant labor . . . 527
Miller, Christopher . . . 235
minimum wage . . . 216
minority set asides . . . 775
Mitchell, Charles . . . 177
Mitchell, Daniel . . . 490
mixed motive disparate treatment cases . . . 723
Moore, William . . . 747
Morales, Gerard . . . 188
The Most Serious Faults in Labor-Management Arbitration Today and What Can Be Done to Remedy Them . . . 728
multiple-tier wage agreements . . . 12
Multi-Union Elections Involving Incumbents: The Legal Environment . . . 403

[N]

National Education Association . . . 316
NLRB decision-making . . . 654
NLRB rulemaking . . . 81, 654
NLRB v. Katz . . . 195
NLRB v. Weingarten, Incorporated . . . 594
National League of Cities v. Usery . . . 216
National Treasury Employees Union v. Von Raab . . . 243, 293
negligent hiring claims . . . 355, 567, 705
Negligent Hiring and Discrimination: An Employer's Dilemma? . . . 705
negotiations impasses . . . 765
The New Law of Affirmative Action . . . 611
New Union Organizing: A Return to the Old Method? . . . 465
New United Motor: An American Success Story . . . 453
non-discrimination requirements of Section 89 . . . 366
notification of risk . . . 302

[O]

O'Brien, Christine Neylon . . . 208
Occupational Safety and Health Act . . . 461, 490
Odewahn, Charles . . . 403, 705
The Ohio Steel Industry: Restructuring and Labor Relations in 1989 . . . 503
Orkin, Neal . . . 594
The Other Side of the Mirror: Advocates Look at the Future for Female Arbitrators . . . 370
"otherwise qualified" standard . . . 3, 630
overtime compensation . . . 692

[P]

Paperworker cases . . . 692
Paperworkers v. Misco . . . 243, 281
part-time work . . . 12
Perline, Martin . . . 781
permanent replacements . . . 105
personnel records . . . 567, 705, 723
"Pick A Forum, Any Forum": A Proposal for a Federal Dispute Resolution Board . . . 268
plant closings . . . 67, 138
Plant Closings: Establishing Legal Obligations . . . 67
polygraph testing . . . 122, 470, 663
Poynter, David . . . 37, 781
The Practices Consonant with Cooperative Labor Relations . . . 483
Preer, Robert . . . 50
Pregnancy Discrimination Act . . . 611
presumption of arbitrability . . . 195
***Price Waterhouse v. Hopkins*: Mixed Motive Discrimination Cases, the Shifting Burden of Proof, and Sexual Stereotyping** . . . 723
prima facie case of discrimination . . . 235, 241, 723
privacy rights . . . 122, 150, 168, 183, 411, 521, 663, 675
privatization . . . 536
profit-sharing . . . 490, 496, 658, 692
A Public Employee's "Fair Share" of Union Dues . . . 131

Public Policies Against Drug Use: *Paperworkers v. Misco, Inc.* . . . 243
public policy exception . . . 281
public policy wrongful discharge cases . . . 168, 426

[Q]

qualified privilege in defamation cases . . . 355, 567
quality control . . . 338, 453, 536, 747
quality of worklife programs . . . 323, 453, 788

[R]

racial quotas . . . 419, 611, 775
raid elections . . . 403
random drug testing . . . 642, 675
reasonable accommodation . . . 3, 302, 411, 630
reasonable cause or suspicion for testing . . . 293, 547, 642, 675
Recent Legal Implications for Minority Set Aside Programs and Public Contractors . . . 775
reduction in force . . . 67, 138, 268
reference checks . . . 150, 355, 567, 705
Regents of the University of California v. Bakke . . . 611
Rehabilitation Act of 1973 . . . 3, 45, 302, 387, 411, 630
Reinstatement and Back Pay for Undocumented Workers to Remedy Employer Unfair Labor Practices . . . 208
religious discrimination . . . 259
restructuring . . . 495, 503, 512
retaliatory discharge . . . 426
RICO versus Landrum-Griffin as Weapons Against Union Corruption: The Teamster Case . . . 94
"right of control" test . . . 188, 216
right-to-work laws . . . 58, 131, 723
Robertson v. National Basketball Association . . . 228
Robinson, Robert . . . 45, 117
Rothstein, Lawrence . . . 512
Ruegger, Durwood . . . 31
Rutkowski, Arthur . . . 105

[S]

Safeco v. NLRB . . . 21
St. Francis I, II, III . . . 81, 361
Schaudies, Jesse . . . 235
Schmoyer, Louise . . . 594
School Board of Nassau County, Florida v. Arline . . . 3, 302, 411, 630
Scott, Clyde . . . 403
Section 89 of the Tax Reform Act . . . 366
Section 207 of the FLSA: Who Controls Fire Departments in Montgomery County, Maryland? . . . 216
Secondary Boycotts: Has the Court Gone too Far or Maybe Not Far Enough? . . . 376
secondary picketing . . . 21, 58, 376
self-management (autogestion) . . . 512
self-publication in defamation cases . . . 355, 567
set aside programs . . . 611
sexual discrimination . . . 611, 723
sexual harassment . . . 756
sexual orientation discrimination . . . 117, 438, 630
Sharp, Ronald . . . 323
Shaw, Bill . . . 347
Simpson, Duncan . . . 547
Skinner v. Railway Labor Executives' Association . . . 293
smoking in the workplace . . . 387, 630
Smoking in the Workplace: Accommodating Diversity . . . 387
standardized work . . . 453
statistical impact of hiring processes . . . 347
Statutory Construction of Title VII and 42 USC 1983 in Employment Discrimination Actions . . . 158
Staudohar, Paul . . . 228
steel industry . . . 503, 512, 658, 781
Steelworkers' cases . . . 195
strike activity . . . 105, 307, 338, 512, 788
strike prohibitions . . . 307, 338, 765
structural wage scales . . . 747
subcontracting . . . 12
substance abuse . . . 521, 582, 630, 642, 675
Sure-Tan, Inc. v. NLRB . . . 177, 208
"suspect class" . . . 117, 675
sympathy strikes . . . 158

[T]

Taft-Hartley Amendments of 1947 . . . 21, 58, 311, 713
Taracorp Industries . . . 594
temporary work . . . 12
Termination of Employment for Refusal to Submit to a Drug Test . . . 293
Texas Department of Community Affairs v. Burdine . . . 723
Thornicroft, Kenneth . . . 582
Tirone, Elizabeth . . . 21

Title VII exclusivity . . . 158
Torrence, William . . . 496
transnational employment rights . . . 259
Tree Fruits v. NLRB . . . 21
Turner, Ronald . . . 3
A Twenty-Year History and Review of the ADEA . . . 31
two-tier wage agreements . . . 12

[U]

undocumented workers . . . 177, 208
unfair labor practices . . . 208, 268, 376, 713, 765
union corruption . . . 94, 403
union membership decline . . . 58, 403, 490, 723, 781
union organizing strategies . . . 311, 403, 465, 658, 781
Union Orientation and the Perception of Managerial Prerogatives . . . 781
union reporting requirements . . . 713
union shops . . . 58, 131
United States v. Paradise . . . 419, 611
United Steelworkers v. Weber . . . 419, 611
Update: Employee Urine Testing and the Fourth Amendment . . . 675
Update on Retaliatory Discharge in Illinois . . . 426

[V]

Verma, Anil . . . 465
Vocational Rehabilitation Act . . . 45
Volz, William . . . 131
Voos, Paula . . . 483

[W]

Wagner Act . . . 58
Waivers Under the ADEA: An Analysis of the Age Discrimination in Employment Act of 1989 . . . 739
Walton, Richard . . . 475
***Watkins v. United States Army* and the Employment Rights of Lesbians and Gay Men** . . . 438
***Watkins v. United States:* New Insights on the Termination of Employees for Sexual Orientation** . . . 117
***Watson v. Fort Worth Bank and Trust:* New Evidential Standards for Disparate Impact Analysis** . . . 347
Way, Philip . . . 521
Webb, Darryl . . . 705
Weingarten rights . . . 594, 642
***Weingarten:* Rights, Remedies, and the Arbitration Process** . . . 594
What Makes Labor Mediators Effective? . . . 517
whistle blowing . . . 168
Whitty, Michael . . . 183
Wilkerson, Maureen . . . 216
Will Collective Bargaining Outcomes in the 1990s Look Like Those of the 1980s? . . . 490
Worker Adjustment and Retraining Notification Legislation . . . 138
worker participation plans . . . 37, 323, 465, 470, 496, 747, 781
worker's compensation . . . 168, 426
wrongful discharge . . . 117, 168, 355, 567, 723
Wygant v. Jackson Board of Education . . . 611

[Y]

Yates, Michael . . . 58
Yeshiva University v. NLRB . . . 361
Yulish, David . . . 355

[Z]

zero defects movement . . . 338
Zimbabwe's 1985 Labor Relations Bill . . . 307